

## Rationale

St Mary's is committed to providing a positive and supportive environment where bullying is not accepted. We believe that all members of our community have the right of respect from others, the right to learn or to teach, and the right to feel safe and secure in our school.

## Definition

A person is bullied when one or more other people expose them regularly and over time to negative or harmful actions. Bullies are people who deliberately set out to intimidate, exclude, threaten and/or hurt others repeatedly. Bullying is a clear form of harassment.

## Aims

- To reinforce within our school community what bullying is, and the fact that it is unacceptable
- Everyone within St Mary's school community is to be alert to signs and evidence of bullying and have a responsibility to report it to staff whether as observer or victim
- To ensure that all reported incidents of bullying are followed up appropriately and that support is given to both victims and perpetrators
- To seek parental and peer-group support and co-operation at all times

## Implementation

- Parents, teachers, students and the community will be aware of St Mary's position on bullying
- St Mary's Catholic Primary school will adopt a four-phase approach to bullying

## Primary Prevention

- Community awareness and input relating to bullying, its characteristics and the school's programs and response
- To provide programs that promote resilience, life and social skills, assertiveness, conflict resolution and problem solving
- The curriculum to include anti-bullying messages and strategies
- You Can Do IT –Social Emotional Learning Program implemented across the school
- Each classroom teacher to clarify at the start of each year with their class the school policy and procedures on bullying
- School assemblies, student leaders, staff and students to promote whole school approach to Making Jesus Real

## Early Intervention

- Promote children and staff reporting bullying incidents involving themselves or others
- Classroom teachers and principal on a regular basis reminding students and staff to report incidents of bullying
- Parents encouraged to contact school if they become aware of a problem
- Public recognition and reward for positive behaviour and resolution of problems

### Intervention

- Once identified each bully, victim and witnesses will be spoken with, and all incidents or allegations of bullying will be fully investigated and documented
- Students, parents and staff will be informed of allegations
- Both bullies and victims will be offered counselling and support
- If student bullying persists, parents will be contacted and consequences implemented consistent with St Mary's Positive Behaviour Policy
- If staff bullying persists the principal will commence formal disciplinary action

### Post Violation

Consequences for students will be individually based and may involve:

- exclusion from class
- exclusion from yard
- school suspension
- withdrawal of privileges
- ongoing counselling and intervention from appropriate services for both victim and bully
- Reinforcement of positive behaviours
- Classroom Meetings
- Support Structures
- Ongoing monitoring of identified bullies
- Rewards for positive behaviour
- Consequences for staff will be individually based and may involve:
- Counselling
- a period of monitoring
- formal support group
- disciplinary actions

### Evaluation

This policy will be reviewed as part of the school's three-year review cycle or as required.

This policy will be published on the St Mary's Catholic Primary School website.

### Review/Ratification

| Year of review | SIRF Committee Responsible  | Ratified By / Date (Month/Year) |
|----------------|-----------------------------|---------------------------------|
| 2016           | School Board                | School Board – August 2016      |
| 2019           | Pastoral Care and Wellbeing |                                 |

**Next Review:** Year 2019